

Senate Standing Committee on Education Employment and Workplace Relations

**QUESTIONS ON NOTICE
Additional Estimates 2012-2013**

Cross Portfolio

DEEWR Question No. EW0810_13

Senator Back provided in writing.

Refers to previous DEEWR Question No EW0488_13.

Question

Executive Coaching and Leadership Training

In relation to executive coaching and/or other leadership training services purchased by each department/agency, please provide the following information for this financial year to date:

1. Total spending on these services
2. The number of employees offered these services and their employment classification
3. The number of employees who have utilised these services, their employment classification and how much study leave each employee was granted (provide a breakdown for each employment classification)
4. The names of all service providers engaged. For each service purchased from a provider listed under (4), please provide: a) The name and nature of the service purchased b) Whether the service is one-on-one or group based c) The number of employees who received the service and their employment classification
5. The total number of hours involved for all employees (provide a breakdown for each employment classification) d) The total amount spent on the service e) A description of the fees charged (i.e. per hour, complete package) Where a service was provided at any location other than the department or agency's own premises, please provide: i. The location used
6. The number of employees who took part on each occasion (provide a breakdown for each employment classification)
7. The total number of hours involved for all employees who took part (provide a breakdown for each employment classification) ii. Any costs the department or agency's incurred to use the location

Answer

The Department has spent \$17 513.56 on executive coaching and \$156 485.37 on other leadership training services in the 2012-13 financial year to date (as at 31 January 2013).

Details of the amount of study leave granted for each employee are provided in the response to DEEWR Question No. EW0809_13, Education Expenses.

Table 1 details the APS classification levels of employees offered executive coaching and leadership training within the Department.

Table 2 provides a summary of expenditure for Department. The figures are GST inclusive.

Tables 3 and 4 outline executive coaching and other leadership training services that were conducted in the 2012-13 financial year to date by provider and classification. The tables also outline whether the services provided were at a location other than the Department and any costs incurred to use the location.

Table 1 Classification levels of employees offered executive coaching and/or other leadership training services

APS6, EL1, EL2 and SES officers.

Table 2 Summary of expenditure for 2012-13 financial year to date (as at 31 January 2013)

Executive coaching	Leadership training	Total
\$17,513.56	\$156,485.37	\$173,998.93

Table 3 Executive coaching expenditure for DEEWR, 2012-13 financial year (as at 31 January 2013)

Executive coaching							
Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Geoff Garrett and Associates Pty Ltd Executive Coaching and Shadowing	1:1	Canberra	1	SES	11.5	\$9,002.02	Package
Full Circle Feedback Pty Ltd	1:1	Canberra	3	SES	9	\$8,511.54	Participant
Totals			4		20.5	17,513.56	

Table 4 Leadership training expenditure for DEEWR, 2012-13 financial year (as at 31 January 2013)

Leadership Training							
Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Full Circle Feedback Pty Ltd 360 Degree Feedback Program	1:1	Canberra	85	SES	130.5	\$63,151.31	Package
Australia and New Zealand School of Government (ANZSOG) Towards Strategic Leadership Program	1:1	Sydney	1	EL	75	\$19,800.00	Package
Australia and New Zealand School of Government (ANZSOG) Executive Fellows Program (EFP)	1:1	Sydney	1	SES	112.5	\$28,380.00	Package
Effective People Pty Ltd Coaching Skills for Managers (Leadership Program)	Group	Canberra	18	APS - EL	135	\$3,569.06	Participant

Leadership Training							
Provider	1:1 or group	Location	No. of employees	Classification	Total hours	Total spent (includes GST)	Fees charged
Wisdom Pty Ltd Coaching and Mentoring (Leadership Program)	Group	Canberra	20	APS - EL	150	\$4,150.00	Participant
Total Leaders and Coach Solutions Pty Ltd Coaching for High Performance (Leadership Program)	Group	Canberra	17	APS - EL	127.5	\$4,435.00	Participant
Yellow Edge Pty Ltd Global Leadership Program - China	Group	China	2	SES	120	\$33,000.00	Package
Totals			144		850.5	\$156,485.37	